



DEPARTMENT OF ADMINISTRATIVE SERVICES

STATE OF CONNECTICUT

165 Capitol Avenue
Hartford, CT 06106-1658

SB 459

An Act Concerning Accrued Leave for State Employees Serving in the Military

Section 1(a) of this Bill is Redundant and Unnecessary.

This section states that all eligible employees who are members of the armed forces must be granted their legal rights under the federal Uniformed Services Employment and Reemployment Rights Act ("USERRA").

All employers, including the State, are **already required** to comply with USERRA. In fact, the state is bound to follow USERRA with regard to **any military duty**, not just the operations listed in SB 459. Passing a state law mandating that USERRA must be followed is redundant and unnecessary.

Section 1(b) Should be Redrafted as an Amendment to C.G.S. §5-259d(c).

Section 1(b) allows employees called up to active service for certain military operations to accrue vacation and sick time during their leave of absence from state service.

Conn. Gen. Stat. § 5-259d(c) already addresses personnel issues associated with state employees who are called up for active service for these operations, including provisions regarding part-pay and the fact that employees will not be charged vacation or sick time to receive the part-pay. DAS respectfully submits that, should the legislature wish to allow employees called up for these operations to accrue vacation and sick time during their leave, it should do so by **modifying C.G.S. § 5-259d(c)**, the existing statute dealing with these issues. Passing a separate law addressing these same issues would only cause **confusion** in implementation.

DAS would be happy to work with the Committee to prepare this language.

Please contact Andrea Keilty (713-5267), should you have any questions regarding this testimony.